

THRIPLow CHURCH OF ENGLAND PRIMARY SCHOOL
POLICY TO COPE WITH BULLYING

INTRODUCTION

Staff and Governors seek to maintain our school's character as a close-knit, caring community, one which reinforces positive Christian behaviour. Our staff lead by example, listen to children and, equally, provide many opportunities for children to listen to each other and to respect each other's views.

Nevertheless, even in such an environment, we know that bullying can occur. This policy defines bullying, and identifies ways in which bullying can be prevented. It describes how any bullying which occurs is dealt with, and outlines what support can be offered to both victim and bully. This Policy should be read in conjunction with our Positive Behaviour Policy.

Examples of Bullying are persistent:

- **Physical** -hitting, pushing, damaging belongings or work, sexual harassment.
- **Verbal** – ‘teasing’, insulting, name-calling, making threats, malice, racial.
- **Emotional** – being unfriendly, excluding, tormenting, hiding equipment, pointing up ‘differences’, sexual or racial harassment.
- **Online bullying** – children are taught to keep themselves safe online and to identify and report worrying behaviour.

Prevention of Bullying:

- We aim to “shine our light before others”. We aspire to be a school filled with love, demonstrating God’s love by clothing ourselves with kindness and striving for excellence. Everyone is encouraged to make a difference in their own lives, their families and the communities we serve. Desirable behaviour is not achieved by being defined within the Positive Behaviour Policy, but by the general and embedded ethos of the school, its curriculum and its 'hidden curriculum'. All our pupils are encouraged to examine their own behaviour and to develop self-esteem.
- All members of the school community have a common understanding of what bullying is and know that the school does not tolerate it. The Home-School-Child Agreement which is signed by parents and children on entry into our school family (and again as children move into KS2) makes this clear from the outset.
- Pupils are **always** encouraged to speak out and report bullying behaviour (whether towards themselves or towards another pupil) to a responsible adult on the staff. They should know that such reports will be listened to and acted upon, with their confidentiality safeguarded. Our staff are watchful and do not ignore incidents involving aggressive or malicious behaviour.
- This Policy is discussed openly with pupils and parents. It is talked about in House Forum meetings. Whole-school staff training is given as needed on the recognition and handling of bullying.
- The Headteacher keeps a behaviour log which records incidences of worrying behaviour that have been reported by members of staff, parents or children. The log is reviewed regularly by the Headteacher and the responsible Governor, at least half termly.

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Dealing with Bullying: Practicalities

Parents or Guardians are asked to:

- Listen calmly to a son or daughter who alleges they have been bullied and try to establish the facts.
- Contact the Head teacher promptly.
- Work with the school in a positive way if a bullying problem involves their son or daughter
- Not condone the bullying behaviour of their son or daughter.

In return, the Headteacher and appropriate member(s) of staff will.

- Also listen calmly to any incident reported to them by a pupil and try to establish the facts.
- Investigate the allegation, checking information with the victim, the alleged bully and any witnesses.
- Offer counselling to both the bully and the victim.
- Protect the identity of the person reporting the incident if possible.
- Seek the co-operation of the parents of the children involved to try and ensure that the incident is not repeated.
- Issue a formal spoken warning: further continuation of the bullying results in a formal written warning to the bully which is entered on the pupil's record and conveyed to parents.
- The process may lead to suspension or exclusion; single incidents, if sufficiently serious, may result in suspension as the first response.
- Ongoing issues will be monitored by use of the behaviour log.

Everyone should know, beyond any doubt, what constitutes unacceptable behaviour.

Revised: November 2018
Review Date: November 2020